USDC SCAN INDEX SHEET











COBB

DALTON

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3:97-CV-00428

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Attorneys for Plaintiff

UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF CALIFORNIA

LORNA L. COBB, and GENE R. COBB, husband and wife,

Plaintiffs,

No. '97 cv 04288

COMPLAINT FOR DAMAGES AND INJUNCTIVE RELIEF and

JOHN H. DALTON, in his official capacity as Secretary of the Navy.

DEMAND FOR JURY TRIAL

Defendant.

Plaintiffs allege:

PARTIES, JURISDICTION AND VENUE

I

- 1. Jurisdiction is proper under 5 U.S.C. Section 703, because an agency of the United States is a party.
- 2. Venue of this action is laid in this district under the provisions of 5 U.S.C. Section 703.
- 3. Plaintiff, Lorna L. Cobb, is a natural person, and at all times herein mentioned is a resident of the County of San



Diego, State of California. (All references herein to "plaintiff" in the singular are solely to Lorna L. Cobb.)

- 4. Plaintiff, Gene R. Cobb, is a natural person, husband of Plaintiff Lorna L. Cobb, and at all times herein mentioned is a resident of the County of San Diego, State of California.
- 5. Respondent is sued in his official capacity as the Secretary of the Department of the Navy, an agency of the United States.
- 6. Plaintiff filed 7 separate administrative claims of discrimination in 1995 and/or 1996. This action is a direct and timely appeal with regards to all or part of 4 of those administrative complaints:
- A. The final decisions on administrative complaints 1 and 2 are not appealed herein as those decisions were issued over a year ago (the facts referred to therein are, however, evidence of a continuing pattern of discrimination).
- B. No final administrative decision has been issued with regard to administrative complaints 3, 4, 5, and 6; however, more than 120 days have elapsed from the date the administrative complaints were filed, and, therefore, pursuant to 29 C.F.R. 1614.310(q) the matters are now ripe for appeal to this Court.
- C. Administrative complaint No. 7, concerned a request for relief which has already been granted Plaintiff. However, the facts surrounding that administrative complaint are evidence of a continuing pattern of discrimination.

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position of Clerk Typist, GS-03.

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as a Clerk Typist, GS-02. On or about May 27, 1973, Plaintiff was promoted to the 8.

March 21, 1973 when she was hired by the Department Of The Navy

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GENERAL BACKGROUND FACTS

Plaintiff's career with the U.S. Government began on

- On or about January 20, 1974, Plaintiff was promoted to the position of Clerk Typist, GS-04.
- On or about March 26, 1978, Plaintiff was promoted to the position of Secretary, GS-05.
- On or about November 4, 1985, Plaintiff was reassigned 11. to the position of Administrative Specialist, GS-07.
- On or about March 1, 1987, Plaintiff was promoted to the position of Administrative Specialist, GS-09/10.
- 13. At all times mentioned herein, Plaintiff's performance in all of the aforesaid positions was fully satisfactory or better.
- Beginning in or around 1987 and continuing through 1990, Plaintiff was repeatedly required to work with a disrupting co-worker. For years Plaintiff (and others) made various informal objections about the difficult and stressful working conditions engendered by this employee without the Navy taking any action.
- Finally, on or about October 29, 1990, Plaintiff's superiors held a meeting with the co-worker to discuss the ongoing problems. Plaintiff's superiors required her to attend this meeting during which they allowed the co-worker to

1 embarrass, humiliate and berate Plaintiff.

- 16. That evening Plaintiff injured herself in her sleep she sustained a Temporal Mandibular Joint injury which was diagnosed as being the result of stress brought on by the earlier meeting and the workplace events preceding the same.
- 17. On or about December 5, 1990, Plaintiff submitted a workers' compensation claim based on the aforesaid stress and injury.
- 18. On or about December 23, 1992, Plaintiff tore the cartilage in her right shoulder while at work which lead to Plaintiff's submission of a second workers' compensation claim, and to her being placed on temporary total disability.
- 19. After Plaintiff filed the two above referenced workers' compensation claims and requested temporary total disability, her employer entered into a continuous course of conduct of discrimination and/or retaliation which lead to Plaintiff's suffering more injuries, filing additional claims for workers' compensation, filing of a grievance, EEO complaints, and also to, inter alia, the Navy's:
- A. questioning, without good cause, the legitimacy of Plaintiff's workers' compensation claims,
- B. questioning, without good cause, the existence of her injuries,
- C. falsely denying that records had been received from Plaintiff's doctor(s),
- D. refusing to accept Plaintiff's doctors reports and recommendations concerning Plaintiff's medical condition,
 - E. refusing, without good cause, to allow Plaintiff

subjecting Plaintiff to differential standards of

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Q.

conduct,

- R. changing Plaintiff's physical work location so as to isolate Plaintiff and make more difficult the performance of her job duties,
- S. improperly interpreting Plaintiff's stress disability, brought about by a hostile work environment, as a mental instability and thereafter placing Plaintiff on administrative leave,
- T. improperly interpreting Plaintiff's work-related stress disability as a mental instability and thereafter stating she was a security risk and making improper efforts to have her security clearance revoked, and
 - U. suspending Plaintiff.

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FIRST CAUSE OF ACTION

DISABILITY DISCRIMINATION IN EMPLOYMENT IN VIOLATION OF FEDERAL LAW (THIRD ADMINISTRATIVE COMPLAINT RE ISOLATION AND BANISHMENT FROM THE WORKPLACE)

- 20. Plaintiff realleges and incorporates herein by reference, as though set forth in full, each and every allegation contained in each and every preceding paragraph of this Complaint.
- 21. The foregoing acts, and particularly those referred to, supra, in paragraphs 19H, 19I, 19R, 19S, and 19T, were a form of disability discrimination and retaliation for Plaintiff's having filed earlier administrative complaints of discrimination and, as such were a violation of the Rehabilitation Act of 1973, 29
 U.S.C. 701 et seq.

As a proximate result of the aforementioned acts and

1 2 omissions, Plaintiff has suffered and further continues to suffer 3 substantial losses in earnings, and other employment-related benefits which Plaintiff would have otherwise received, and has 4 5 suffered, and continues to suffer, embarrassment, humiliation, and anguish, all to Plaintiff's damage in an amount unknown at 6 7

this time, but which will be shown according to proof to be presented at the time of trial. WHEREFORE, Plaintiff requests damages as prayed for below.

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SECOND CAUSE OF ACTION

DISABILITY DISCRIMINATION IN EMPLOYMENT IN VIOLATION OF FEDERAL LAW (FOURTH ADMINISTRATIVE COMPLAINT RE PERFORMANCE RATINGS)

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23. Plaintiff realleges and incorporates herein by reference, as though set forth in full, each and every allegation contained in each and every preceding paragraph of this Complaint.

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The foregoing acts, and particularly those referred to, supra, in paragraphs 19I, 19K, 19L, 19N, 19P, 19Q, and 19R were a form of disability discrimination and retaliation for Plaintiff's having filed earlier administrative complaints of discrimination and, as such were a violation of the Rehabilitation Act of 1973, 29 U.S.C. 701 et seq.

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25. As a proximate result of the aforementioned acts and omissions, Plaintiff has suffered and further continues to suffer substantial losses in earnings, and other employment-related benefits which Plaintiff would have otherwise received, and has

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suffered, and continues to suffer, embarrassment, humiliation, and anguish, all to Plaintiff's damage in an amount unknown at this time, but which will be shown according to proof to be presented at the time of trial.

WHEREFORE, Plaintiff requests damages as prayed for below.

THIRD CAUSE OF ACTION

DISABILITY DISCRIMINATION IN EMPLOYMENT IN VIOLATION OF FEDERAL LAW (FIFTH ADMINISTRATIVE COMPLAINT REASSIGNMENT OF DUTIES)

- 26. Plaintiff realleges and incorporates herein by reference, as though set forth in full, each and every allegation contained in each and every preceding paragraph of this Complaint.
- 27. The foregoing acts, and particularly those referred to, supra, in paragraphs 19D, 19N, and 19Q were a form of disability discrimination and retaliation for Plaintiff's having filed earlier administrative complaints of discrimination and, as such were a violation of the Rehabilitation Act of 1973, 29 U.S.C. 701 et seq.
- 28. As a proximate result of the aforementioned acts and omissions, Plaintiff has suffered and further continues to suffer substantial losses in earnings, and other employment-related benefits which Plaintiff would have otherwise received, and has suffered, and continues to suffer, embarrassment, humiliation, and anguish, all to Plaintiff's damage in an amount unknown at this time, but which will be shown according to proof to be presented at the time of trial.

WHEREFORE, Plaintiff requests damages as prayed for below.

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FOURTH CAUSE OF ACTION

DISABILITY DISCRIMINATION IN EMPLOYMENT IN VIOLATION OF FEDERAL LAW (SIXTH ADMINISTRATIVE COMPLAINT RE SUSPENSION WITHOUT PAY)

- 29. Plaintiff realleges and incorporates herein by reference, as though set forth in full, each and every allegation contained in each and every preceding paragraph of this Complaint.
- 30. The foregoing acts, and particularly those referred to, supra, in paragraph 19U, were a form of disability discrimination and retaliation for Plaintiff's having filed earlier administrative complaints of discrimination and, as such were a violation of the Rehabilitation Act of 1973, 29 U.S.C. 701 et seq.
- 31. As a proximate result of the aforementioned acts and omissions, Plaintiff has suffered and further continues to suffer substantial losses in earnings, and other employment-related benefits which Plaintiff would have otherwise received, and has suffered, and continues to suffer, embarrassment, humiliation, and anguish, all to Plaintiff's damage in an amount unknown at this time, but which will be shown according to proof to be presented at the time of trial.

WHEREFORE, Plaintiff requests damages as prayed for below.

FIFTH CAUSE OF ACTION

LOSS OF CONSORTIUM

- 32. Plaintiff GENE R. COBB, based on information and belief, hereby realleges and incorporates herein by reference, as though set forth in full, each and every allegation contained in each and every preceding paragraph of this Complaint.
 - 33. This Cause of Action is solely that of GENE R. COBB.
- 34. Plaintiff, GENE R. COBB, has exhausted his administrative remedies in that he has filed a Tort Claim concerning the events referred to herein.
- 35. Defendants, by their acts and omissions, as alleged herein, caused psychological and emotional injury to LORNA COBB, the wife of GENE R. COBB.
- 36. Prior to sustaining the psychological and emotional injuries described herein, LORNA COBB, was able to and did perform her duties as a wife. Subsequent to the injuries and as a proximate result thereof, LORNA COBB was unable to perform the necessary duties as a wife and the work and services usually performed by her in the care, maintenance, and management of the family home. By reason thereof, GENE R. COBB has been deprived and will be deprived of the consortium of his spouse, LORNA COBB, including the performance of his spouse's necessary duties, all to GENE R. COBB'S damage in an amount to be proven at trial.
- 37. Wherefore Plaintiff GENE R. COBB prays for relief as follows.
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PRAYER FOR RELIEF

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WHEREFORE, Plaintiffs prays for damages from Defendant as follows:

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That Plaintiff LORNA L. COBB be restored to the position 1.

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that reasonable accommodations be made with regard to her medical

she held prior to her suspension or to a comparable position,

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condition, that she be made whole and be afforded all benefits

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attended thereto that would have been afforded her but for the

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For general damages according to proof at trial; 2.

aforementioned acts and/or omissions of Defendants;

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3. For special damages according to proof at trial;

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For exemplary and/or punitive damages according to proof at trial;

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5. For double, treble, and/or penalty damages as may be permitted by law;

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For prejudgment interest on the sums awarded according to proof at trial;

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7. For an award of reasonable attorney's fees according to proof at trial;

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For all costs of suit incurred herein;

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9. For all such other and further relief as the Court may

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deem proper.

DATED: March 14, 1957

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GILL, ESQ.

Attorney for Plaintiffs

LORNA COBB and GENE R. COBB

VERIFICATION

I, LORNA L. COBB, am a Plaintiff in the above-entitled action. I have read the foregoing Complaint and know the contents thereof. The same is true of my own knowledge, except as to those matters which are therein alleged on information and belief, and as to those matters I believe them to be true.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct, and that this declaration was executed on March 12, 1997, in San Diego, California.

LORNA L. COBB

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VERIFICATION

I, GENE R. COBB, am a Plaintiff in the above-entitled action. I have read the foregoing Complaint and know the contents thereof. The same is true of my own knowledge, except as to those matters which are therein alleged on information and belief, and as to those matters I believe them to be true.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct, and that this declaration was executed on March 12, 1997, in San Diego, California.

GENE R. COBB

United States District Court

Southern	DISTRICT OF	California
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LORNA L. COBB AND GENE R. COBB.

SUMMONS IN A CIVIL ACTION

v

CASE NUMBER: '97 CV 0428 J (RBB)

JOHN H. DALTON, in his official capacity as Secretary of the Navy.

TO: (Name and Address or Determine)

JOHN H. DALTON, Secretary of the Navy 1000 Navy Pentagon Washington, D.C. 20350-1000

YOU ARE HEREEY SUMMONED and required to tile with the Clerk of this Court and serve upon

PLAINTIFF'S ATTORNEY Institution and description

THOMAS R. GILL, ESQ. 10455 Sorrento Valley Road, Suite 203 San Diego, CA 92121 (619) 286-9393

an answer to the combiaint which is herewith served upon you, within $\frac{60}{}$ days after service of this summons upon you, exclusive of the day of service, if you fail to do so, judgment by default will be taken against you for the relief demanded in the combiaint.

Rob Wesdal

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TLERK

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